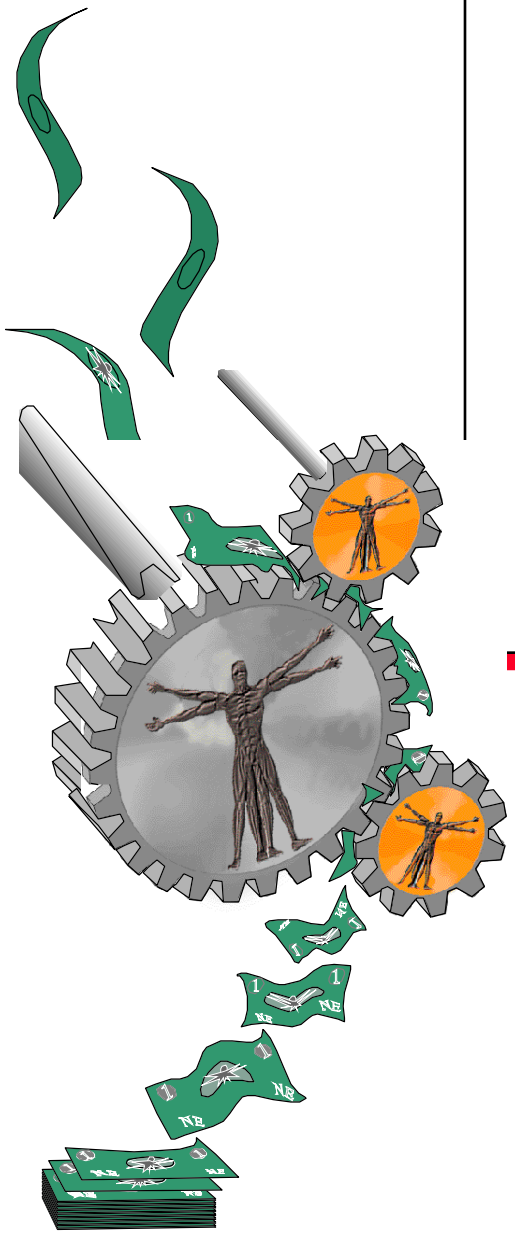
Outreach Program Development



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Outreach Program Development

Implement effective ergonomics programs at bases and installations, worldwide.

It’s important to do.

It’s possible to do.

It’s economic to do.

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Outreach Program Development Is a Management Issue

Ergonomic Practice

(Technical skills)

Job analysis

Solving problems

Preventing problems

Ergonomics Programs

(Managerial skills)

Planning

Coordination

Evaluation

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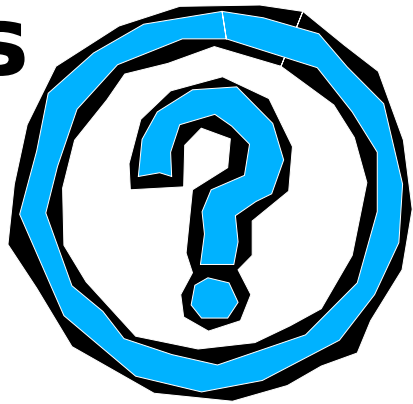
How Do You Facilitate Dozens of Site Ergonomics Programs?



- Many locations
- Geographically dispersed
- Widely varying support
- Varied skills and experience
- Different missions and assignments
- Different priorities for safety, health & ergonomics
- Meager measurement systems
- Turnover of personnel and leadership
- Limited resources - Funding and personnel
- No regulations or legal mandate

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Take a Page From the Private Sector Playbook

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Take a Page From the Private Sector Playbook

Understand Your Goals

- Readiness of personnel to perform mission
- Reduce injuries to personnel
- Reduce costs of operations

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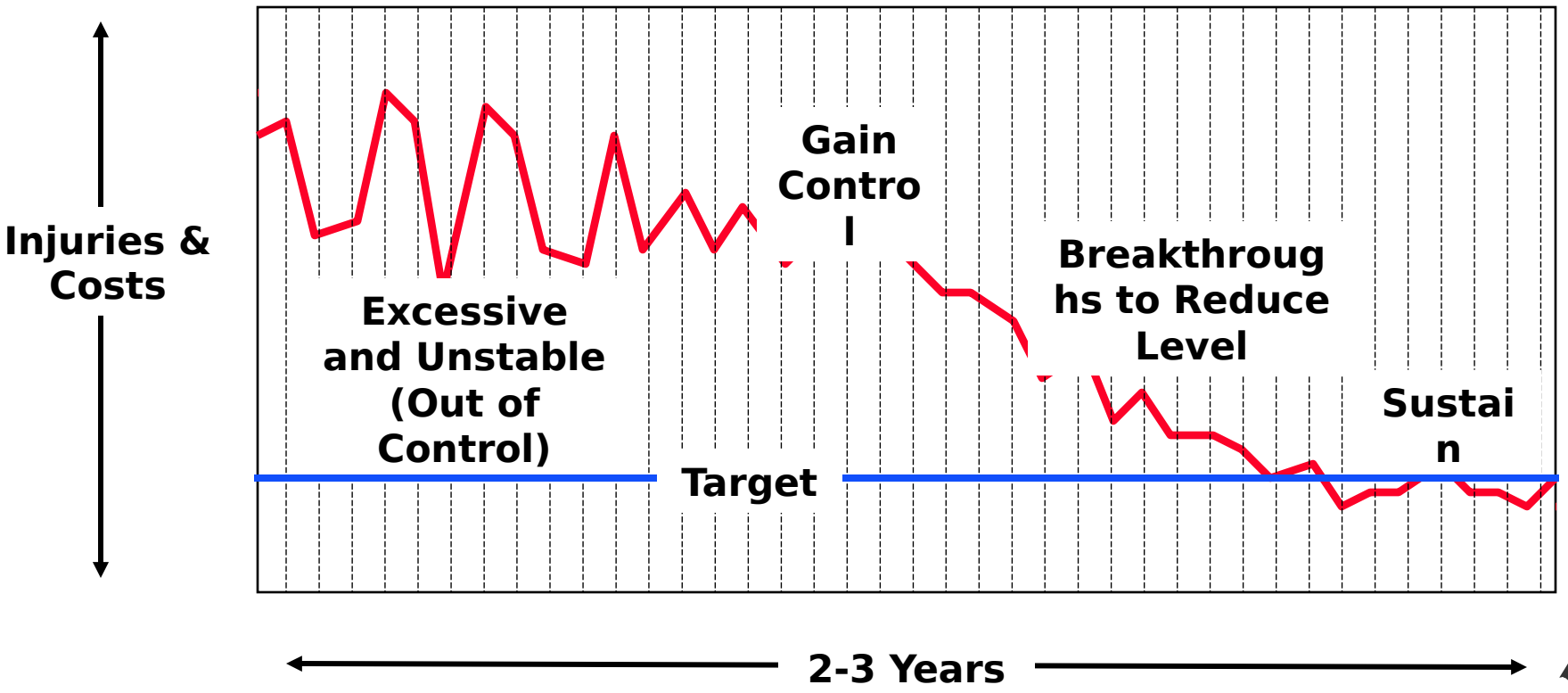
Take a Page From the Private Sector Playbook

- Understand Your Goals
- Understand the Overall Process to Control Ergonomic Injuries and Illnesses



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Take a Page From the Private Sector Playbook

- Understand Your Goals
- Understand the Process
- Develop a Maturity Ladder
  - Progressive steps
  - Well defined
  - Visible progress

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From a Business Client Who Build an Ergonomics Maturity Ladder

Objective:

- **Develop and implement a systematic, one-company approach for ergonomics,**
- **building on current business ergonomics initiatives,**
- **which maximizes our limited resources, and**
- **accelerates our rate of improvement**

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An Ergonomics Maturity Ladder

A Way Of Life - Use skills on- and off-the-job. Program is well-developed and continues to grow. Would be difficult to eradicate.

The Way We Work - Ergonomics is common at work and involves less correction and more prevention. Outside audits are welcome. Program is sustainable.

Mature - Well developed program. Few injuries; cost reductions exceed program costs. Often has champion.

Evolving - Doing more than required. Injuries under control; initial cost savings.

Compliant - Minimum expectations met. Injuries continue but less common.

Non-Compliant - Minimum expectations unmet. High costs. “Out of control”.

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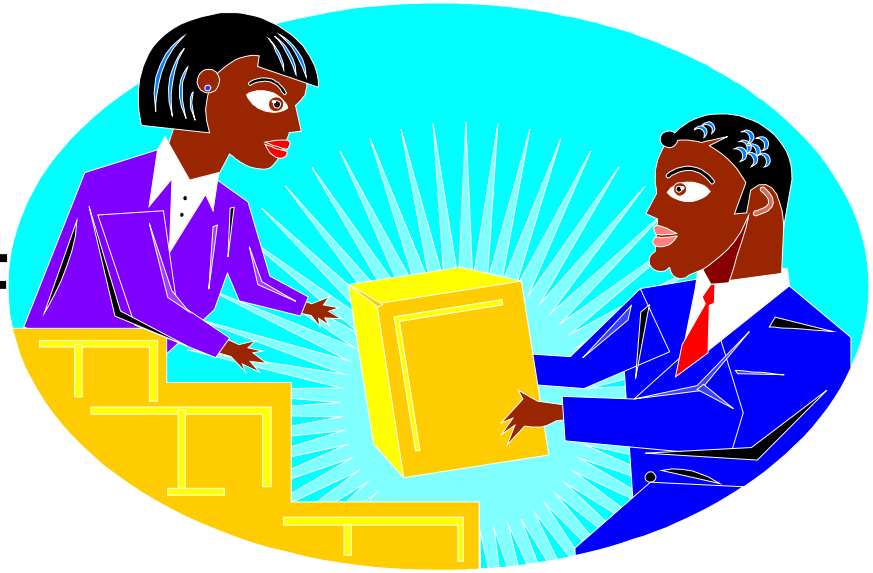
Program Elements

- Surveillance
- Corrective Actions
- Prevention
- Medical Management
- Training & Education
- Project Evaluation
- Program Evaluation



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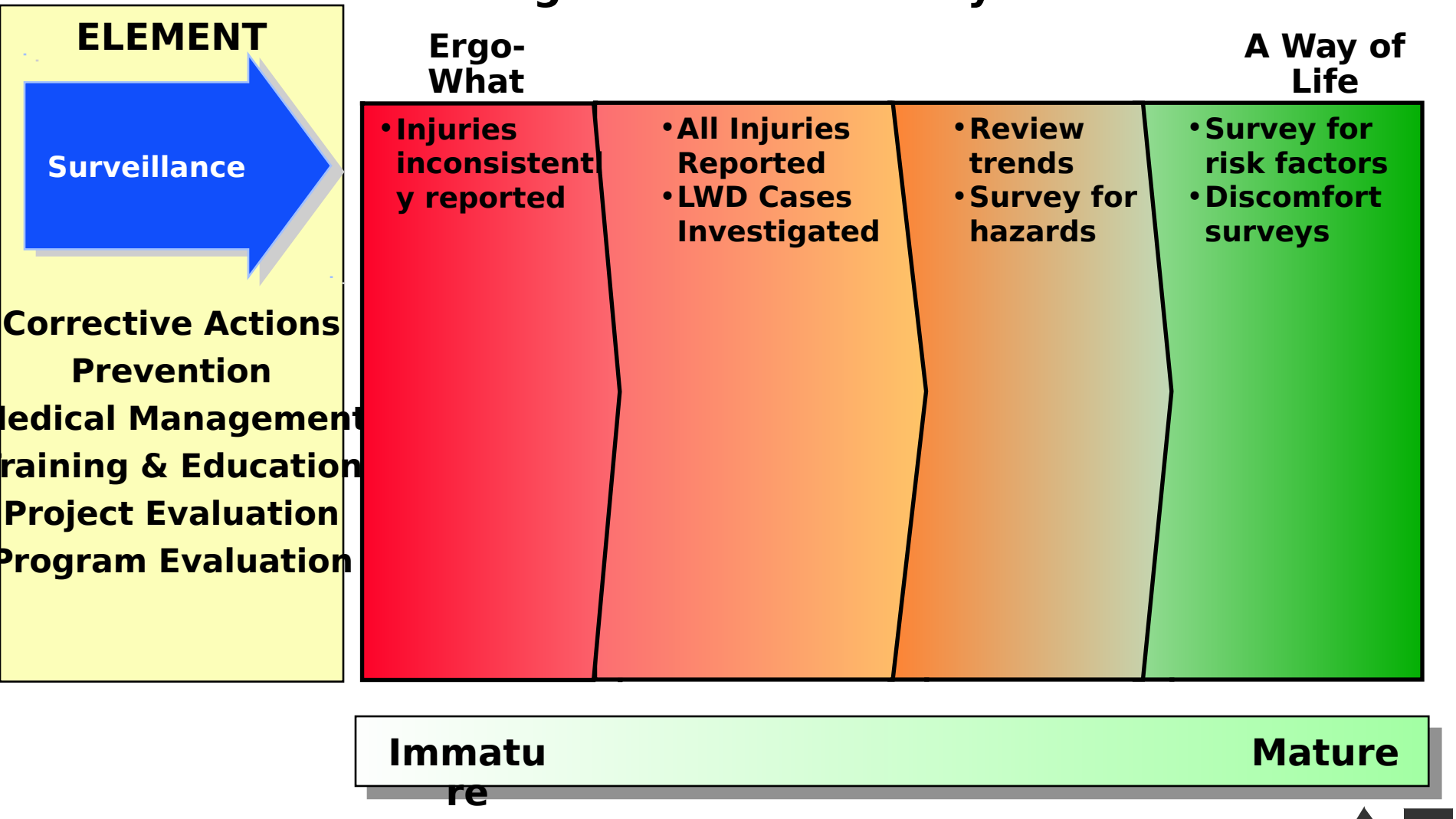
Climbing the Ergonomics Maturity Ladder

From “Ergo-What” to “A Way of Life”



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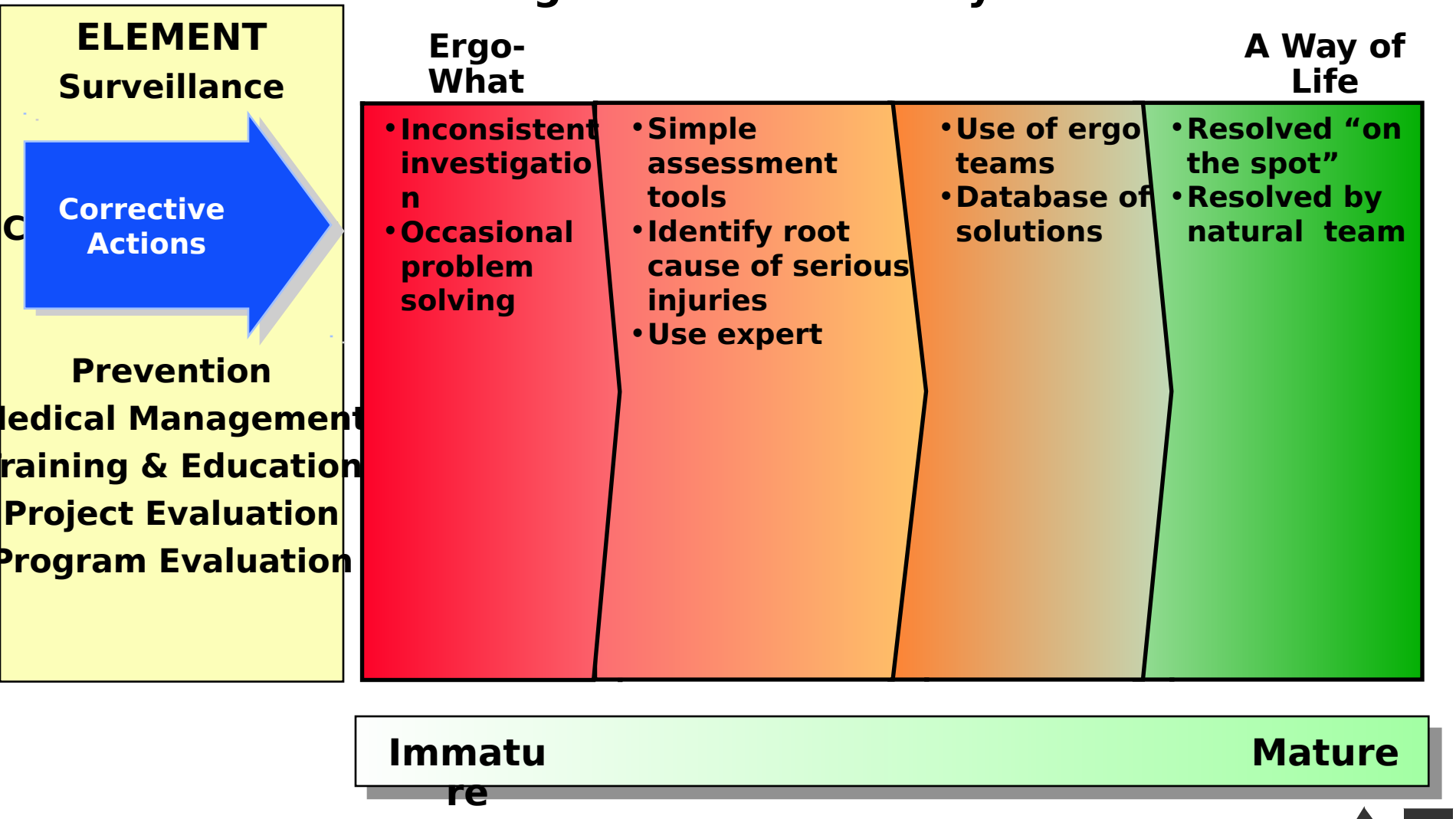

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Climbing the Ergonomics Maturity Ladder

From “Ergo-What” to “A Way of Life”

ELEMENT

Surveillance

Corrective Actions

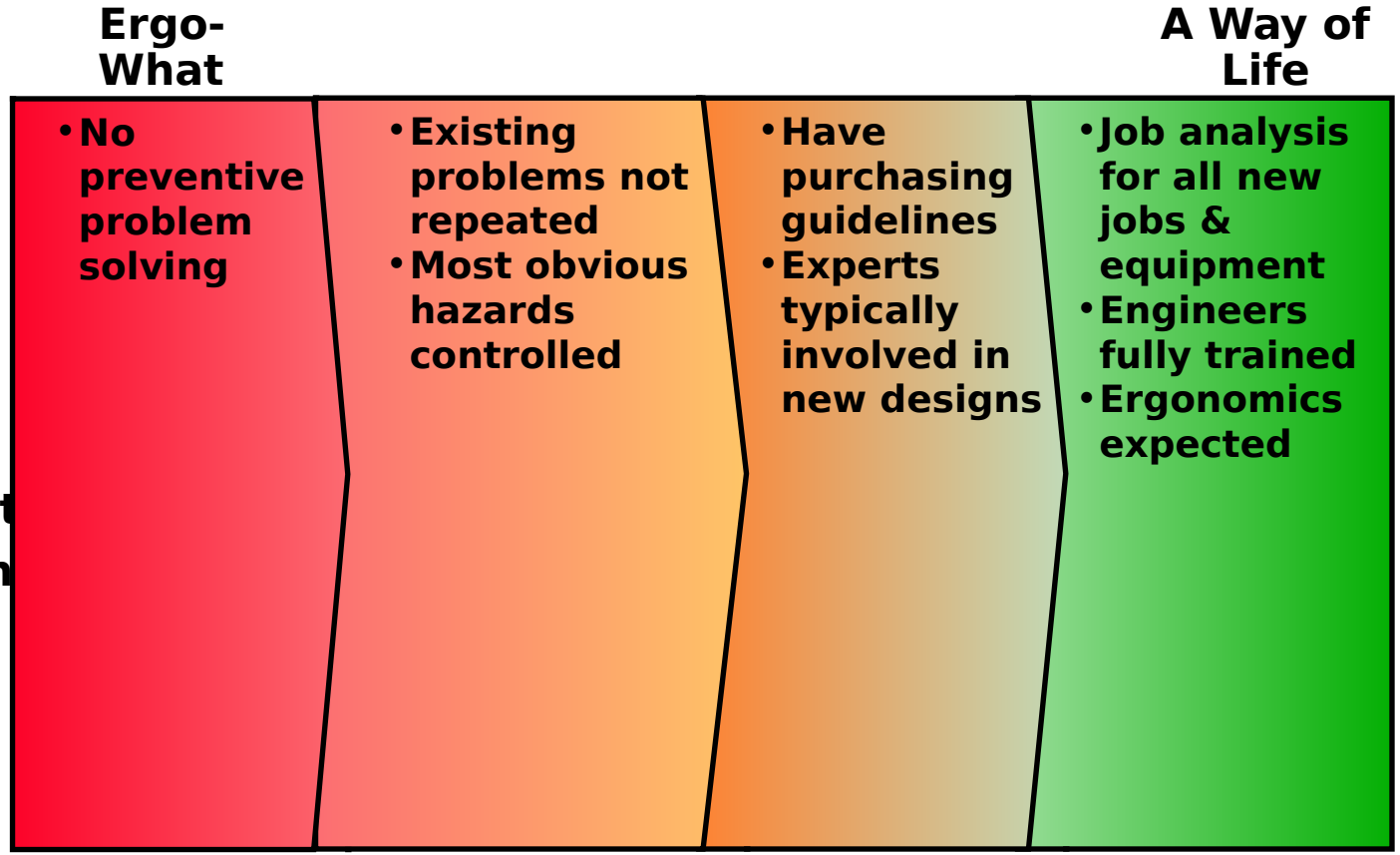
Prevention

Medical Management

Training & Education

Project Evaluation

Program Evaluation


Ergo-What
A Way of Life
• No preventive problem solving
• Existing problems not repeated
• Most obvious hazards controlled
• Have purchasing guidelines
• Experts typically involved in new designs
• Job analysis for all new jobs & equipment
• Engineers fully trained
• Ergonomics expected
Immature
Mature

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Climbing the Ergonomics Maturity Ladder

From "Ergo-What" to "A Way of Life"

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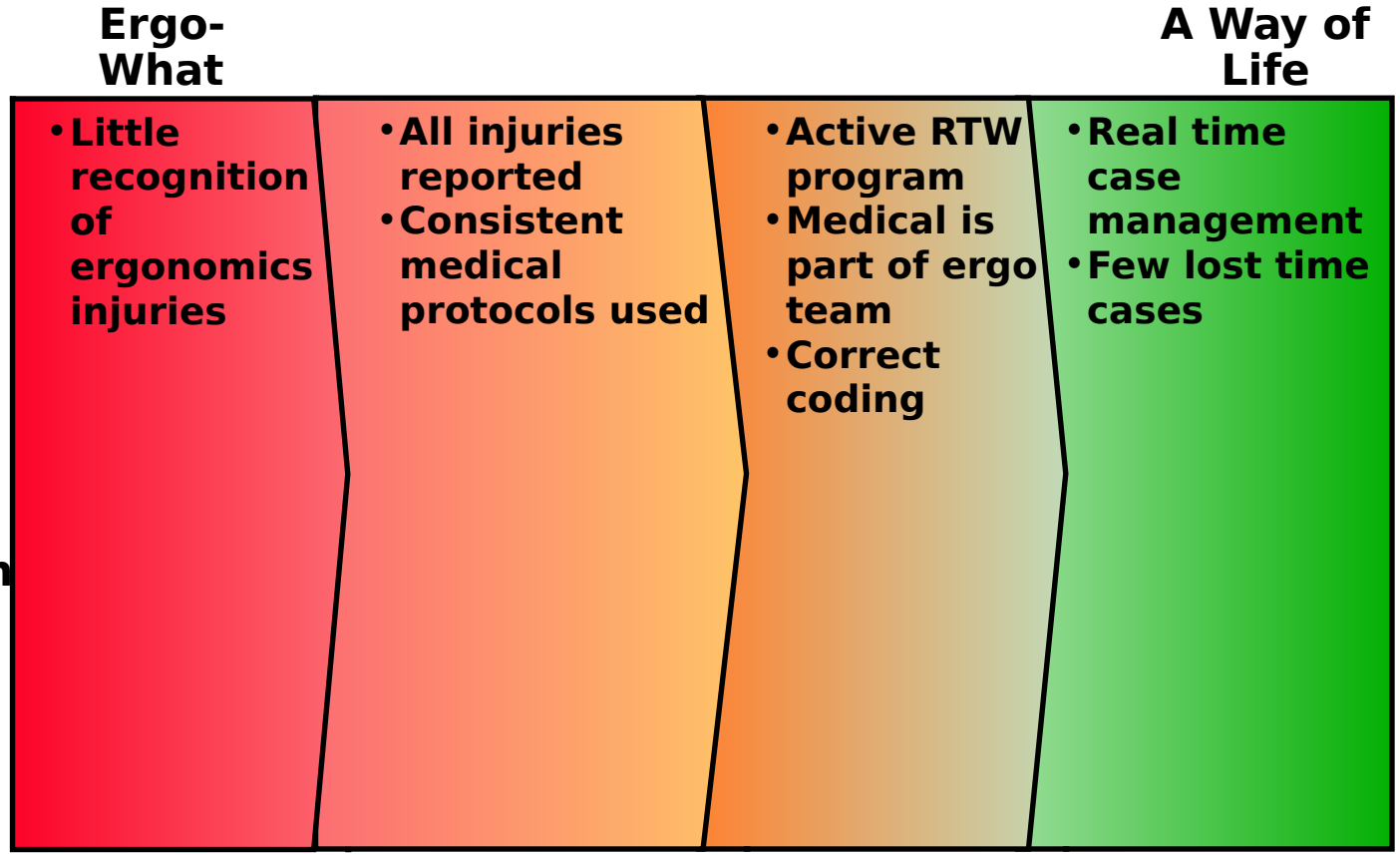

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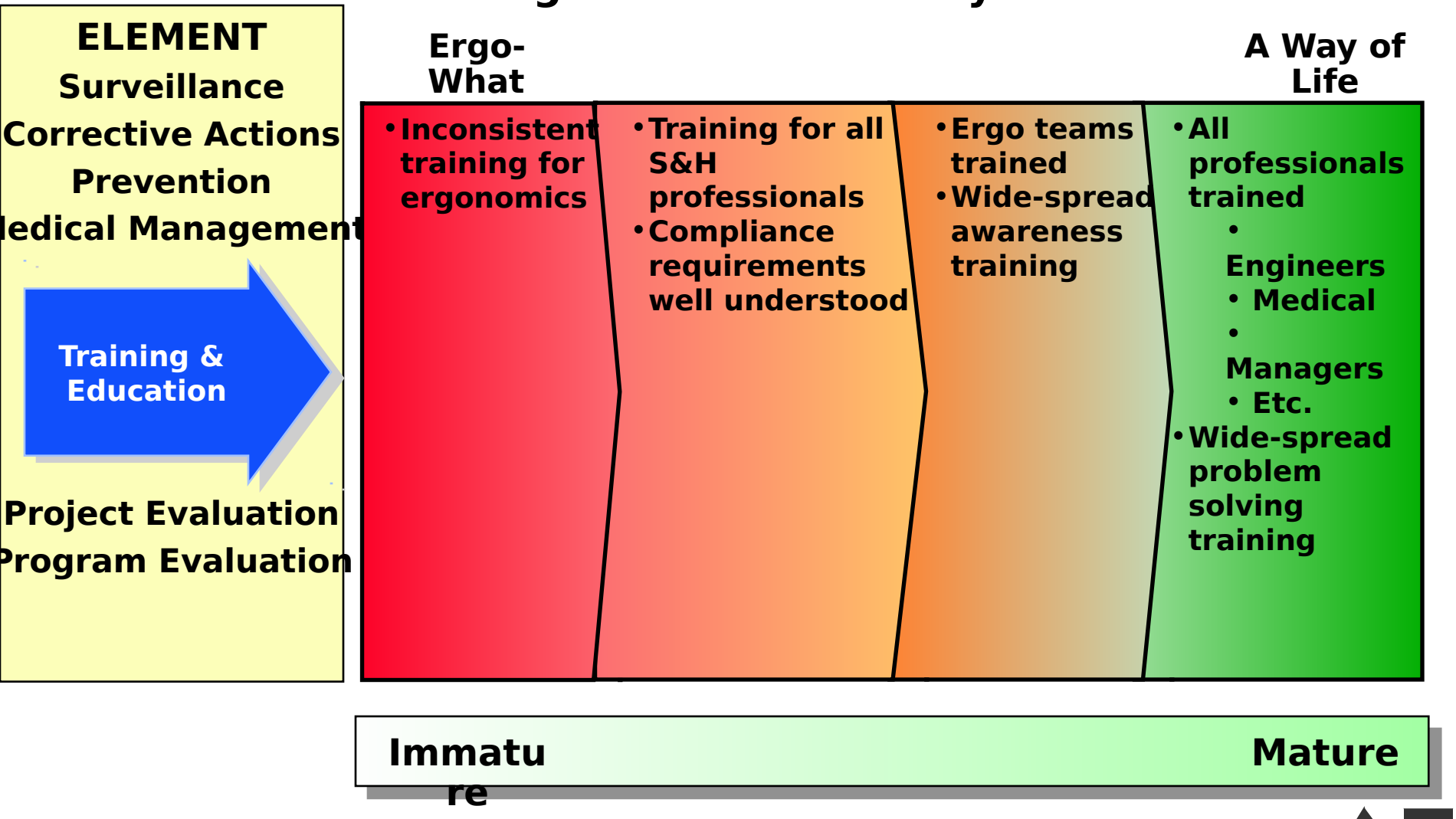

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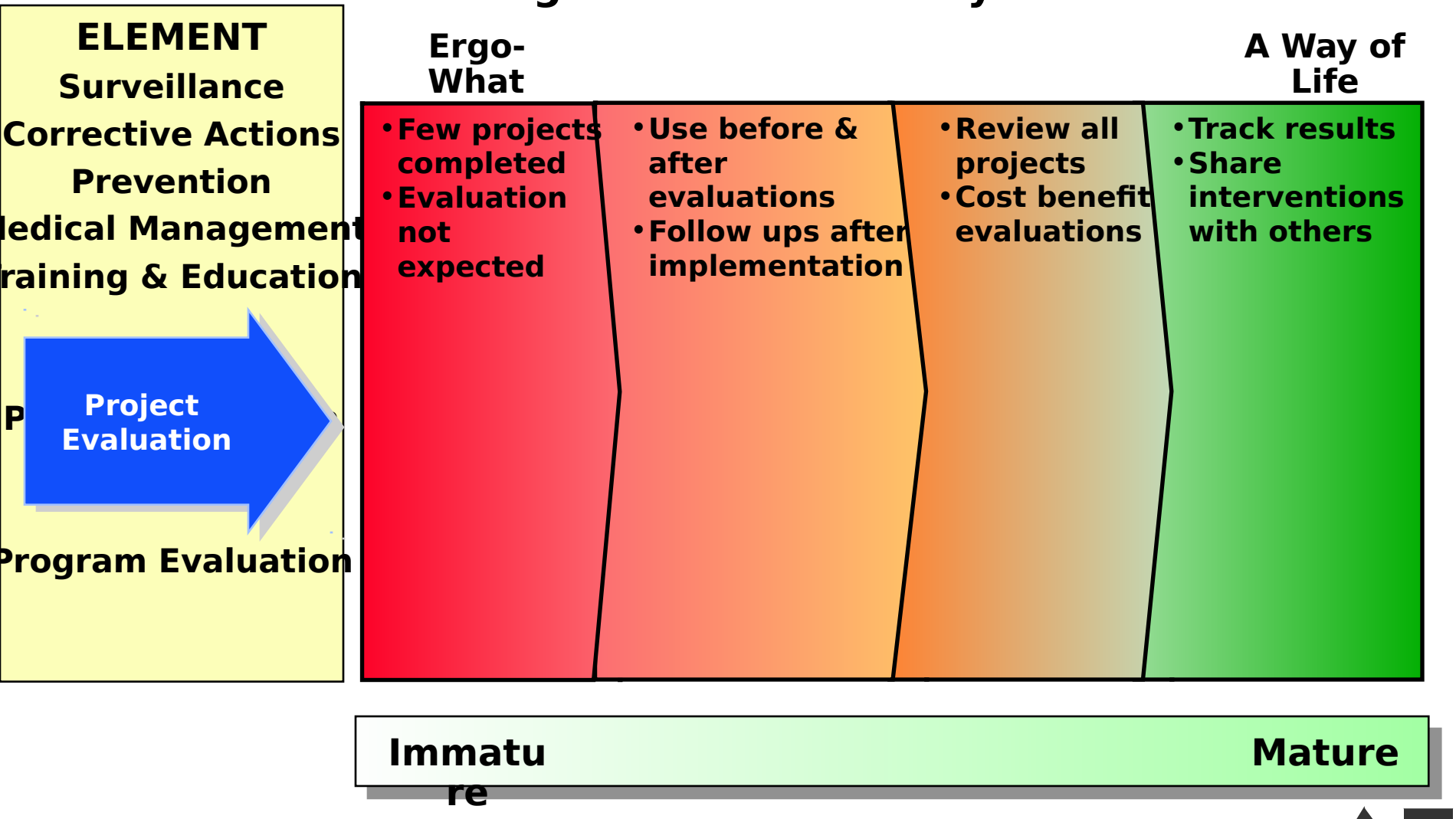

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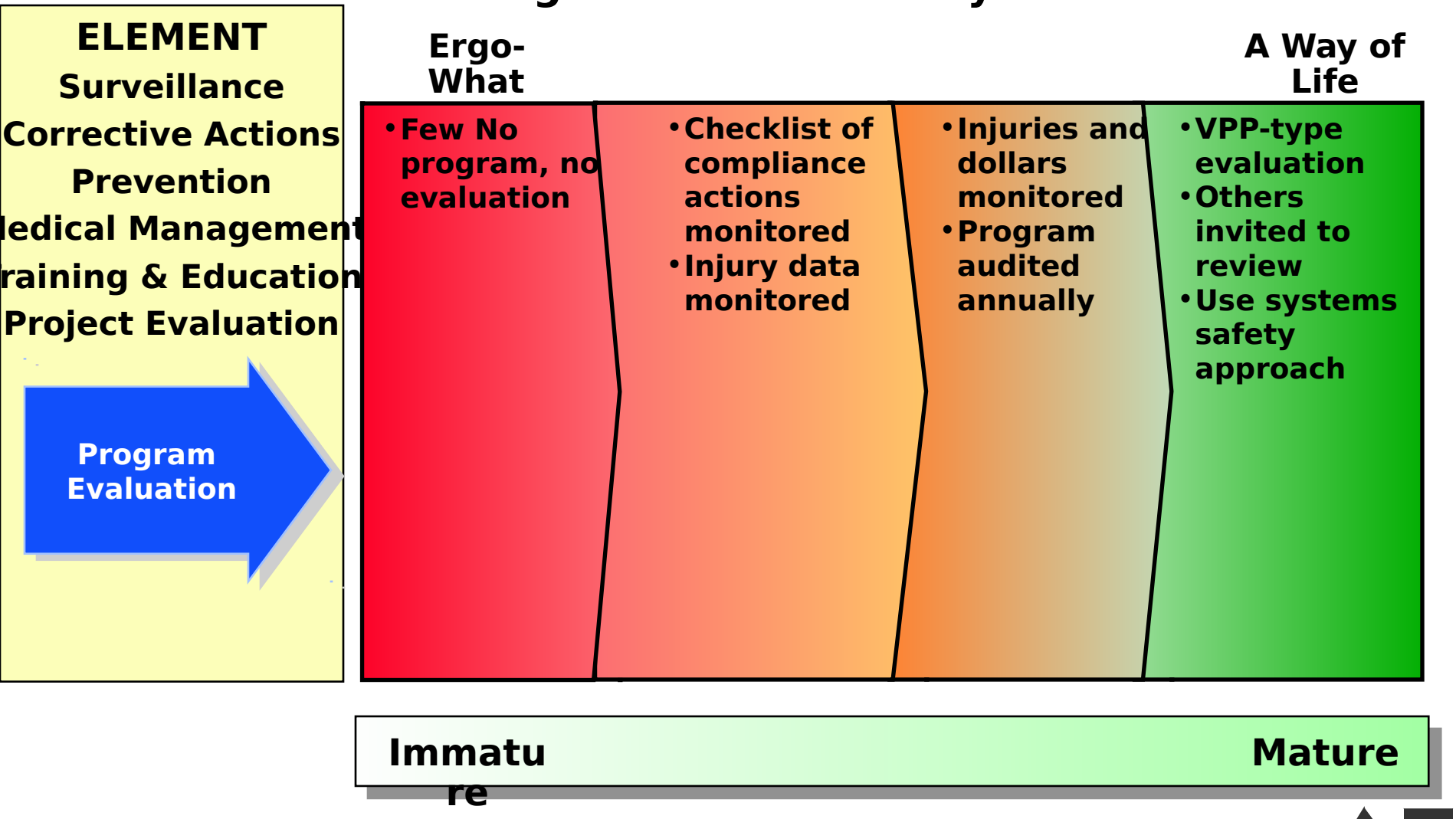

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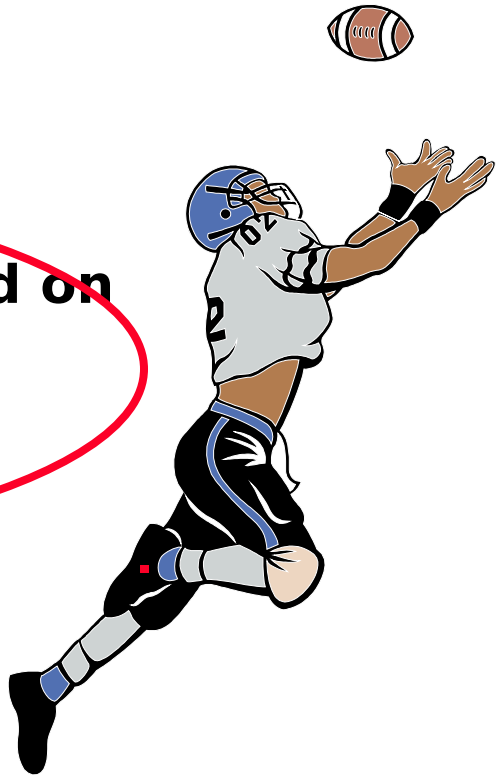
Take a Page From the Private Sector Playbook

- Understand Your Goals
- Understand the Process
- Develop a Maturity Ladder
- Make the steps relatively easy to build on
- Provide specific elements for program maturity
- Make the steps cumulative in their effectiveness



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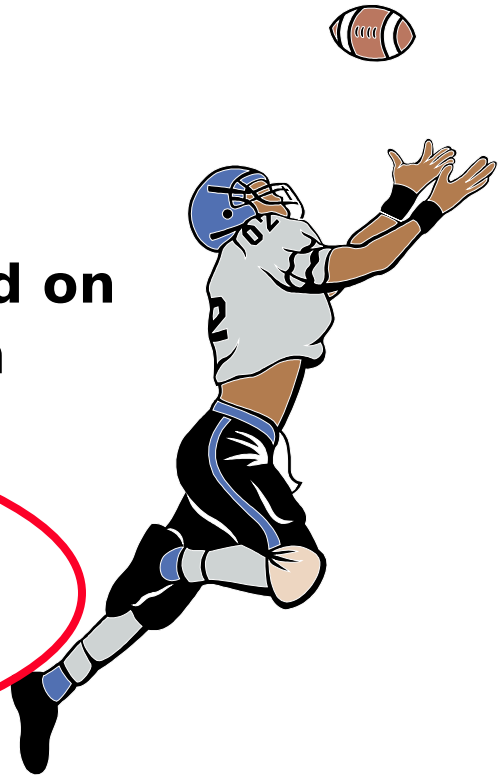
- Assess status at local sites
  - By audit
  - By self-assessment
- Require minimum compliance levels



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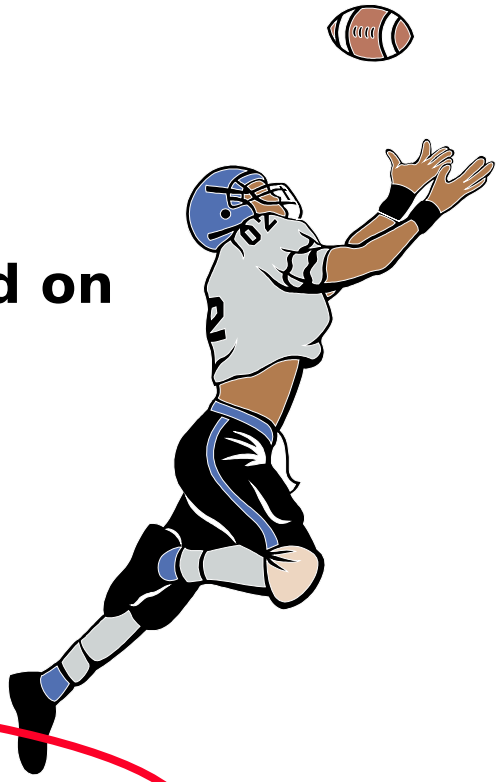
- Make the steps cumulative in their effectiveness
- Assess status at local sites
  - By audit
  - By self-assessment
- Require minimum compliance levels
- Recognize and reward progress
- Resources go to develop expertise (the leaders not the laggers)



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Additional Good Practices for Large Organizations

- Share information on program plans, etc.
- Share solutions - widely
- Use common platforms for problem solving, analysis, health care (develop it one time!)
- Use common tools (types of analysis, design guidelines, analysis tools); possibly web-based
- Internet linked to share information and archive information
- Have mixed group training - mix it up within your organizations
- Frequent meetings for review and support (regional, group, phone)
- Web linked problem solving data bases (share special analyses and solutions; share status of projects)
- Use each other to create energy, share energy (this will be a tough assignment, and you will need support for it)
- Divide and conquer - split up the work and share the benefits

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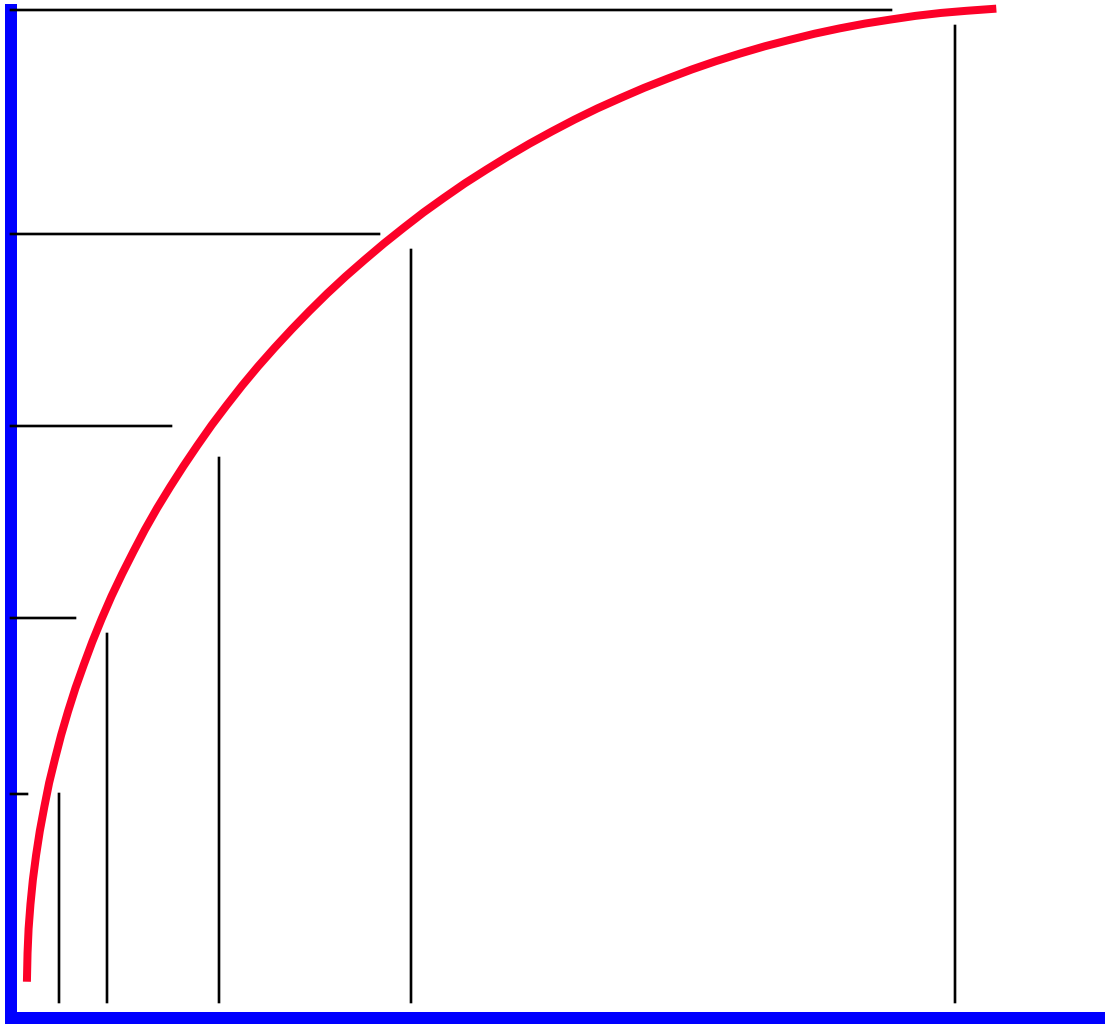
Value and Costs of Ergonomics Programs

- A Way Of Life
- The Way We Work
- Mature
- Evolving
- Compliant
- Non-Compliant



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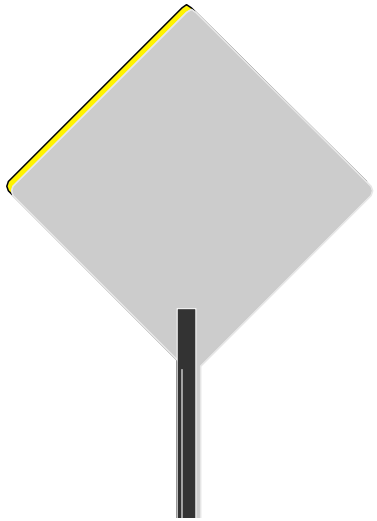
Some Final Thoughts



What is ergonomics?

It’s people at work . . .

. . . working safely and effectively!

Does ergonomics have value?

Yes. It can control injuries and costs. It can also enhance performance.

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